

# IBEW BENEFIT SUMMARY SHEET

For Employees Hired On or After January 1, 2006

## FRINGE BENEFITS AND WELLNESS

- **CAFETERIA PLAN**  
\$300.00/month towards medical plan plus additional medical premium if eligible
- **DENTAL INSURANCE**  
Employer paid family coverage
- **EMPLOYEE ASSISTANCE PROGRAM (EAP)**  
Available to employees and dependents
- **VISION PLAN**  
Employer paid for employee only  
Dependents may be added at additional cost
- **WELLNESS**  
\$225.00/year
- **LIFE INSURANCE**  
Employer paid \$30,000 policy
- **ACCIDENTAL DEATH & DISMEMBERMENT INSURANCE**  
Covered accident/injury/loss up to \$32,000  
Work-related accident up to an additional \$50,000
- **SHORT/LONG TERM DISABILITY (STD/LTD)**  
70% after 14 day waiting period up to \$1,500/week  
60% after 180 day waiting period up to \$8,000/month
- **MEDICARE COVERAGE**  
Provided for employees hired after April 1, 1986

## RETIREMENT BENEFITS

- **RETIREMENT – PERS**  
**2.5% @ 55 OR 2.0% @ 62 up to 2.5% @ 67**  
*(depending on PERS membership date and City hire date)*  
PERS will determine Classic or New membership status; there are no Employee Contributions paid by the City
- **RETIREMENT HEALTH SAVINGS PLAN (RHS)**  
\$44.00/month employee contribution  
100% of eligible leave deposited into RHS account upon normal retirement age
- **RETIREE MEDICAL TRUST**  
\$50.00/pay period employee contribution  
\$50.00/pay period City contribution
- **UTILITY RETIREE MEDICAL TRUST**  
Assists with offsetting retiree medical costs
- **\$457 DEFERRED COMPENSATION PLAN**  
City matches \$457 deferred compensation employee contribution up to \$30.00/pay period for Classic members as identified by CalPERS  
  
For New Members as identified by CalPERS, the City will match one-half (1/2) of the employee contributions to the City \$457 Deferred Compensation Plan up to the following maximums per pay period (base pay rate):  
Fiscal Year 2015-16: 1.5%  
Fiscal Year 2016-17: 1.5%  
Fiscal Year 2017-18: 1.5%  
Fiscal Year 2018-19: 2.0%

## VACATION AND HOLIDAYS

- **VACATION**  
Less than 5 years of service.....2 weeks/year  
5-14 years of service.....3 weeks/year  
15+ years of service.....4 weeks/year
- **HOLIDAYS**  
10.5 fixed\*  
12-36 hours floating\*

## SICK LEAVE AND OTHER LEAVES OF ABSENCE

- **SICK LEAVE** 8 hours/month
- **BEREAVEMENT LEAVE** 3 days/eligible death
- **JURY DUTY** is unlimited
- **MILITARY LEAVE**  
30 paid calendar days/year per Military & Veterans Code; Plus up to one year difference between City/military pay
- **MATERNITY LEAVE**  
16 weeks unpaid leave  
(must supplement with paid leave if available)
- **FAMILY MEDICAL LEAVE & CALIFORNIA FAMILY RIGHTS ACT (FMLA & CFRA)**  
12 weeks unpaid leave in a 12 month period (must supplement with paid leave if available) if eligible

## MISCELLANEOUS

- **UNIFORM ALLOWANCE**  
Varies with assignment  
3 pairs of approved safety shoes every two years  
\$120.00 or \$360.00/year depending on required uniform for pre-approved accessories such as jackets, sweatshirts, tee-shirts, and beanies
- **TOOL ALLOWANCE**  
Varies with assignment; Up to \$500.00/year
- **TOOL REIMBURSEMENT**  
Varies with assignment; Up to \$1,500.00/year
- **BILINGUAL BONUS**  
\$100.00/month
- **TUITION REIMBURSEMENT**  
75% up to \$3,000.00/fiscal year per terms in MOU
- **WORK SCHEDULE** is flexible based on assignment & department needs

THIS IS PROVIDED AS A SUMMARY OF BENEFITS AND DOES NOT CONFER ANY RIGHTS UPON ANY EMPLOYEE. PLEASE REFER TO THE APPROPRIATE MEMORANDUM OF UNDERSTANDING FOR A MORE DETAILED DISCUSSION OF THESE BENEFITS.